

CA20N
DG765
-M35

Government
Publications

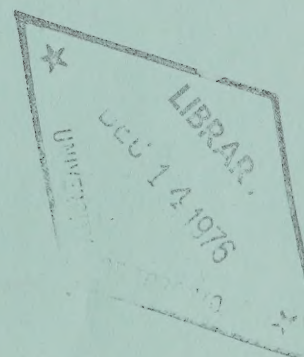
ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

OPEN MEETING WITH THE CONFEDERATION OF ONTARIO

UNIVERSITY STAFF ASSOCIATIONS (COUSA)

JUNE 14, 1975

<u>INDEX</u>	<u>ITEM</u>
5-0190	Location, Time
5-0191	Attendance
5-0192	Introductory Remarks
5-0193	Collective Bargaining
5-0194	Equitable Salaries
5-0195	Other Areas of Concern
5-0196	Interchange of Techniques and Skills
5-0197	Operations Audit



ONTARIO COUNCIL ON UNIVERSITY AFFAIRS

MINUTES

5-0190 MEETING

OPEN MEETING WITH THE CONFEDERATION OF ONTARIO
UNIVERSITY STAFF ASSOCIATIONS (COUSA)

LOCATION

Wilfrid Laurier

DATE AND TIME

June 14, 1975
1:30 p.m.

5-0191 ATTENDANCE

OCUA MEMBERS

J. S. Dupré

W. E. Bagnall

M. A. B. Bush

A. D'Iorio

J. D. Fisher

R. Gerstein

L. Good

W. Goyan

T. Giesbrecht

D. G. Hill

A. L. McCallion

M. F. Orange

R. P. Riffin

H. H. Walker

OCUA STAFF

J. P. Venton
Executive Secretary

N. E. Simmons
Associate Secretary

COUSA DELEGATION

D. W. Priddle
Chairman

B. Groom
Executive Secretary

S. McNeil

T. Sykes

G. Black

P. Clayton

C. Hutchins
Treasurer

M. Rooke

T. Rush

P. Tracey

M. Rowe

D. Duff

5-0192 INTRODUCTORY REMARKS

Introductory remarks described the evolution of COUSA and reviewed the COUSA brief and supplement ~~thereto~~. Subsequent discussion focused on the following:

5-0193 COLLECTIVE BARGAINING

Staff groups ineligible for membership in COUSA included those represented by provincial, national or international organisations. On the other hand, staff associations such as those at Guelph and Laurentian which were certified bargaining agents for their constituents could hold membership in COUSA. Generally, COUSA staff associations represented secretarial, clerical, technical and administrative staff, although it was pointed out that the makeup of the represented group varied among institutions.

At present, COUSA had no intention of assuming the role of provincial bargaining agent for university staff. Any decision to seek certification rested with the individual staff association.

It was stressed that over the last two years, due to fiscal stringency and other factors, university staff had become more militant.

5-0194 EQUITABLE SALARIES

One of COUSA's primary concerns centred on current trend of staff departures from the universities due to the fiscal stringency. Often staff who remained were not content. The delegation described this situation as capital consumption and noted that an experienced staff, once depleted, would take a university a considerable period of time to rebuild. The delegation stressed that inequitable salaries encouraged the good employees and those with mobility to leave and that the non-monetary benefits of being employed by a university could be expected to pacify staff for only a limited period of time.

COUSA found it particularly difficult to accept the salary differentials between university staff and staff in other publicly

funded sectors. Attention was drawn to examples of such differentials in the McMaster Health Science complex, detailed in the COUSA brief.

As an association COUSA did not wish to interfere in local salary negotiations, but rather to facilitate information exchange in this regard. It was suggested that in preparation of comparative salary data in the future COUSA give attention to hours worked and turn-over rates.

5-0195 OTHER AREAS OF CONCERN

Representatives of member associations identified other areas of concern in addition to salaries which had been expressed by staff at their parent institutions, as follows:

1. difficulties encountered in obtaining data from university administrators
2. inability to discuss issues of concern with central administrations
3. job security, especially in situations of major staff reductions
4. representation on internal decision making committees
5. staff reductions, especially those made in order to protect faculty complements
6. maintenance of institutional quality
7. institutional inefficiencies and poor management
8. deterioration of the environment and sense of community
9. lack of redundancy policies
10. poor public relations, especially the negative approach taken by the Minister and his officials in public statements concerning universities

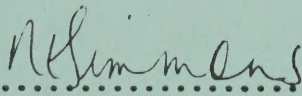
5-0196 INTERCHANGE OF TECHNIQUES AND SKILLS

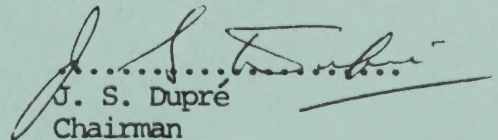
In its brief COUSA had spoken in favour of staff being able to move freely between provincial universities and to make temporary transfers to facilitate the interchange of techniques. The possible mechanisms for achieving these suggested by the delegation included

improved sharing of information among universities concerning job vacancies and staff cross-appointments among institutions.

5-0197 OPERATIONS AUDIT

COUSA expressed concern about the manner in which reduced funding was distributed throughout the university system. A suggestion under consideration by COUSA was that individual institutional efficiency might be examined by an external task force (reporting to a central body) before funding cuts could justifiably be made. It was felt a matter of concern that internal mechanisms for consideration of efficiency improvement on a large scale did not exist in many institutions.


.....
N. E. Simmons
Associate Secretary


.....
J. S. Dupré
Chairman

